

## British Coal Staff Superannuation Scheme

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **143** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **344** environmental, social and governance issues and objectives.

#### Global

We engaged with **143** companies over the last quarter.



- Environmental **17.7%**
- Social and Ethical **19.8%**
- Governance **46.8%**
- Strategy, Risk and Communication **15.7%**

#### Developed Asia

We engaged with **19** companies over the last quarter.



- Environmental **20.5%**
- Social and Ethical **15.4%**
- Governance **46.2%**
- Strategy, Risk and Communication **17.9%**

#### Emerging & Developing Markets

We engaged with **23** companies over the last quarter.



- Environmental **19.4%**
- Social and Ethical **25.8%**
- Governance **24.2%**
- Strategy, Risk and Communication **30.6%**

#### Europe

We engaged with **20** companies over the last quarter.



- Environmental **17.5%**
- Social and Ethical **7.5%**
- Governance **57.5%**
- Strategy, Risk and Communication **17.5%**

#### North America

We engaged with **58** companies over the last quarter.



- Environmental **13.4%**
- Social and Ethical **22.5%**
- Governance **54.2%**
- Strategy, Risk and Communication **9.9%**

#### United Kingdom

We engaged with **23** companies over the last quarter.



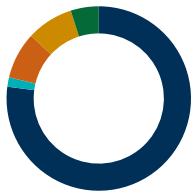
- Environmental **24.6%**
- Social and Ethical **18.0%**
- Governance **45.9%**
- Strategy, Risk and Communication **11.5%**

## Engagement by theme

Over the last quarter we engaged with **143** companies held in the British Coal Staff Superannuation Scheme portfolios on a range of **344** environmental, social and governance issues and objectives.

### Environmental

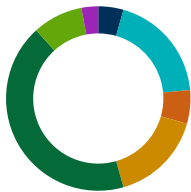
Environmental topics featured in **17.7%** of our engagements over the last quarter.



- Climate Change **77.0%**
- Forestry and Land Use **1.6%**
- Pollution and Waste Management **8.2%**
- Supply Chain Management **8.2%**
- Water **4.9%**

### Social and Ethical

Social and Ethical topics featured in **19.8%** of our engagements over the last quarter.



- Bribery and Corruption **4.4%**
- Conduct and Culture **19.1%**
- Diversity **5.9%**
- Human Capital Management **16.2%**
- Human Rights **42.6%**
- Labour Rights **8.8%**
- Tax **2.9%**

### Governance

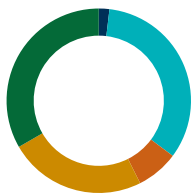
Governance topics featured in **46.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **16.1%**
- Board Independence **16.1%**
- Executive Remuneration **43.5%**
- Shareholder Protection and Rights **19.9%**
- Succession Planning **4.3%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.7%** of our engagements over the last quarter.



- Audit and Accounting **1.9%**
- Business Strategy **33.3%**
- Cyber Security **7.4%**
- Integrated Reporting and Other Disclosure **24.1%**
- Risk Management **33.3%**